

Wayland Mission Statement

Wayland Baptist University exists to educate students in an academically challenging, learning-focused, and distinctively Christian environment for professional success, and service to God and humankind.

Contact Information

Course: MGMT 5330 VC01 – Negotiations in Management

Campus: WBU Online

Term/Session: Summer 2026 (1 Jun – 25 Jul 2026)

Instructor: Dr. Ernie Rahn

Office Phone Number/Cell #: (912) 655-5036

WBU Email Address: Ernest.Rahn@wayland.wbu.edu

Office Hours, Building, and Location: “e” office hours: Mon-Fri, 8:00 AM - 5:00 PM

Class Meeting Time and Location: On-line through Wayland Baptist University Virtual Campus

Catalog Description:

Negotiations as related to management theory and practice, the negotiation process and the dynamics of conflict.

Prerequisite:

None

Textbook Information

Required Textbook(s) and/or Required Materials:

BOOK	AUTHOR	ED	YEAR	PUBLISHER	ISBN#
<u>Negotiation</u>	Lewicki/Saunders/Barry	9th	2024	McGraw Hill	9781-25683-3619

*This course is part of the **Pioneer Academic Access Program**. You will have access to an eBook, access code, and interactive learning material on the first day of class through your Blackboard course site. You will be notified via email with access instructions and additional information. If the course requires a physical book you can order at bookstore.wbu.edu. You can choose to opt-out, however if you do you will lose access to **EVERY class/material** and have to source through third party vendors.*

Optional Materials: American Psychological Association. (2020). *Publication manual of the American Psychological Association* (7th ed.). Author. (ISBN: 978-1433832154)

APA Website: <http://www.apastyle.org/pubmanual.html>

Course Outcome Competencies:

- Examine the key elements of the negotiation process.
- Examine the driving and constraining forces affecting the negotiation process and explain how those forces assist or constrain a successful negotiation process.
- Explain the importance of ethics in the negotiations process.
- Analyze cases of successful as well as failed negotiations to determine keys to effectiveness

Attendance Requirements

WBUonline

You are expected to participate in all required instructional activities in their courses. Online courses are no different in this regard; however, participation must be defined in a different manner. Student “attendance” in an online course is defined as active participation in the course as described in the course syllabus. Instructors in online courses are responsible for providing students with clear instructions for how they are required to participate in the course.

Additionally, instructors are responsible for incorporating specific instructional activities within their course and will, at a minimum, have weekly mechanisms for documenting student participation. These mechanisms may include, but are not limited to, participating in a weekly discussion board, submitting/completing assignments in Blackboard, or communicating with the instructor. Students aware of necessary absences must inform the professor with as much advance notice as possible in order to make appropriate arrangements. Any student absent 25 percent or more of the online course, i.e., non-participatory during 2 or more weeks of an 8-week session, may receive an F for that course. Instructors may also file a Report of Unsatisfactory Progress for students with excessive non-participation. Any student who has not actively participated in an online class prior to the census date for any given session is considered a “no-show” and will be administratively withdrawn from the class without record.

The Census Date for the Summer 2026 term is June 5, 2026. To be counted as actively participating, it is not sufficient to log in and view the course. The student must be submitting work as described in the course syllabus. Additional attendance and participation policies for each course, as defined by the instructor in the course syllabus, are considered a part of the university’s attendance policy.

University Policies

Academic Integrity:

[Link to Statement on Academic Integrity](#)

Artificial Intelligence: **No use of any generative AI tools permitted.**

1. Students are required to create and produce all work themselves or with assigned group members. Any work submitted that has used an AI generative tool like ChatGPT will be in immediate violation of the academic integrity policies for the course and WBU.
2. All assignments must be fully created, designed, and prepared by the student(s). Any work that uses generative AI will be treated as plagiarism.

Disability Statement: In compliance with the Americans with Disabilities Act of 1990 (ADA), it is the policy of Wayland Baptist University that no otherwise qualified person with a disability be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational program or activity in the university. The Disability Services Coordinator and Academic Coach serves as

the coordinator of students with disabilities and must be contacted concerning accommodation requests. Office: (806) 291-1057. Documentation of a disability must accompany any request for accommodations.

Course Requirements and Grading Criteria

Course Assessment Activities: Throughout this course, you will demonstrate your mastery of the concepts covered by participating in discussion board threads, conducting case studies, completing a research paper, and accomplishing a mid-term and final exam.

Discussion Boards: Each week a discussion board prompt will be posted within Discussion Board. Students will respond to each discussion board prompt during the associated week. Follow the instructions in the forum for the required material. Initial posts are due NLT Thursday, midnight of the associated week. Additionally, each student will respond substantively to a minimum of two initial posts made by their classmates for each discussion and respond to any questions posted to their posts before the end of the week. The quality of students' responses within these weekly discussion board sessions will be assessed. **Discussion Board Participation contribute 24% toward your final grade.**

Writing Assignments: Students will review 3 assigned Short Papers (due weeks 2, 4, and 6) based on the course materials, and 1 Biblical Integration Short Paper (Due week 7) Each short paper will explore relevant aspects of the course material to deepen your understanding of Negotiation Management. Short Papers should have approximately 3-5 pages of body and include at least 2-3 scholarly references aside from the course text. **Writing Assignments contribute 28% toward your final grade.**

Research Paper: A research paper (minimum 10-15 pages of content, excluding title page, abstract, and references), referencing at least six peer-reviewed journal articles, will be developed based on a specific topic from our course of study. Through this approach, data should be collected throughout the term, contributing toward the main points required to complete this research paper. Proper APA format is required. **Research Paper contributes 24% toward your final grade.**

Exams: Two exams will be given throughout the course (in Weeks 5 and 8). The exams will be a mix of multiple choice/guess questions. Exam 1 will cover Chapters 1-9 from the text and Exam 2 will cover Chapters 10-20. Students will have 4 hours to complete each exam. **Exams contributes 24% toward your final grade.**

Procedures Used to Compute Final Course Grade:

Evaluated Area	Percentage
1. Discussion Board Posts and Substantive Peer Interaction	24%
2. Short Papers	28%
3. Research Paper	24%
4. Exams	24%

Student Grade Appeals: Students shall have protection through orderly procedures against prejudices or capricious academic evaluation. A student who believes that he or she has not been held to realistic academic standards, just evaluation procedures, or appropriate grading, may appeal the final grade given in the course by using the student grade appeal process described in the Academic Catalog. Appeals may not be made for advanced placement examinations or course bypass examinations. Appeals are limited to the final course grade, which may be upheld, raised, or lowered at any stage of the appeal process. Any recommendation to lower a course grade must be submitted through the Vice President of Academic Affairs to the Faculty Assembly Grade Appeals Committee for review and approval. The Faculty Assembly Grade Appeals Committee may instruct that the course grade be upheld, raised, or lowered to a more proper evaluation.

Tentative Schedule

This course outline serves merely as the anticipated roadmap to be used during this 8-week program. However, due to circumstances and the dynamic nature of this course, there may be some changes in the schedule. Should this happen, you will be advised via your WBU email, and we will discuss it as a class.

Templates: All writing assignments have a template attached to the assignment. This is a powerful tool provided to guide you through the assignment requirements as well as assist you with APA formatting (much of which will already be in place). You are highly encouraged to take advantage of these provided tools as part of your tool kit for success in the class.

Week	Dates	Topic/Activities/Discussions
1	1 Jun 2026 to 7 Jun 2026	Course Overview / Introduction to Organizations Read: Chapter 1 and 2 Participate: Discussion 1
2	8 Jun 2026 to 14 Jun 2026	Organization Purpose and Structural Design Read: Chapter 3, 4, and 5 Participate: Discussion 2 Submit: Week 2 Short Paper Submit: Research Paper Checkpoint (non-graded)
3	15 Jun 2026 to 21 Jun 2026	Open System Design Elements, 1 Read: Chapter 6, and 7 Participate: Discussion 3
4	22 Jun 2026 to 28 Jun 2026	Open System Design Elements, 2 / Internal Design Elements, 1 Read: Chapter 8, and 9 Participate: Discussions 4 Submit: Week 4 Short Paper Submit: Research Paper Checkpoint (non-graded)
5	29 Jun 2026 to 5 Jul 2026	Internal Design Elements, 2 Read: Chapter 10, 11, 12, and 13 Participate: Discussions 5 Complete: Exam 1 (Chapters 1-9) Submit: Research Paper Checkpoint (non-graded)
6	6 Jul 2026 to 12 Jul 2026	Managing Dynamic Processes, 1 Read: Chapter 14, 15, and 16 Participate: Discussions 6 Submit: Week 6 Short paper Submit: Research Paper Checkpoint (non-graded)

7	123 Jul 2026 to 19 Jul 2026	Managing Dynamic Processes, 2 Read: Chapter 17, 18, and 19 Participate: Discussions 7 Submit: Week 7 Short Paper Submit: Research Paper Checkpoint (non-graded)
8	20 Jul 2026 to 25 Jul 2026	Research Paper / Final Exam Read: Chapter 20 Participate: Discussion 8 Submit: Research Paper Complete: Exam 2 (Chapters 10-20)

Note: Changes in the Syllabus: Although this course is expected to follow the syllabus as written, the instructor reserves the right to adjust the syllabus. The instructor will inform the students of all major changes in a reasonable and timely manner.

Additional Information

Student Responsibilities: You are responsible for reading, understanding, and obeying all academic policies appearing in the Wayland Baptist University *Academic Catalog* applicable to their curriculum and/or program of study.

Assignment Submission: All assignments will have due dates and late penalties. Failure to submit assignments on time will result in a 10% grade reduction per 24-hour period following the due date. No assignments will be accepted more than 7 days late without prior coordination.

Information/Notification: Any directives concerning class will be sent to your Wayland email account. It is imperative that you check the course blackboard information throughout the semester.

Additional Course Requirements: Any directives concerning class will be sent to your Wayland email account. It is imperative that you check the course blackboard information and your Wayland email throughout the semester.

Classroom Courtesy: Exhibit courtesy to everyone in your class by posting initial discussion responses in a timely manner and substantively interacting with one another. Keep discussion content in line with the course instructions and expectations.

Format of Course Deliverables: All course assignments must be submitted no later than the assignment due date. Written assignments must be constructed in Times New Roman, 12 pt. font, double spaced, and submitted following APA (7th Edition) guidelines using Microsoft Word.